



Arun Court School: Policy Number 6D

Arun Court School – Anti - sexism and principles for the promotion of equality – last updated January 2021

Ratified by main EMAT meeting:

Signature (+ date) Chair of EMAT: Mr Paul Phillips

Signature (+ date) Proprietor:Mrs Beverley-Sarah White

Signature (+ date) Principal of SchoolVicki Williams

Date of next review: January 2022 (Reviewed annually)

This policy is part of a suite of anti-discrimination policies. Please read in conjunction with these.

Context & Curriculum

Arun Court will always actively promote equality and tackle discrimination. We work with a great variety of young people but historically we usually operate at 75% or more male students. In the past we have also had students with very narrow thinking, and this has at times slipped into anti-female comments. With girls under represented in the school, despite us having a heavier female than male staff profile, it is very important that they feel supported and able to reach their aspirations. Nationally there are imbalances in careers options for girls, and as a school we aim to really promote military, scientific and engineering options alongside the other vocational courses such as beauty which prove popular with our girls. We ensure that resources are balanced, including those that represent gender issues. We ensure that speakers are varied in gender, ethnic background and cultural backgrounds – allowing all our students to see themselves represented.



Anti-sexism and degradation of women

In some parts of society, females are degraded and denied the dignity and respect that men receive. All genders are equal whether they are male, female or transgender. For generations women have been denied access to equal opportunities, in cases of reading, writing, voting, family decision-making and career development. This inequality has been facilitated by cultural, religious and political barriers. At Arun Court school this behaviour is not tolerated. Students that suggest otherwise will be educated as to why this is an old belief and no longer believed. Arun Court school will work with parents as well as families as to why society no longer believes this.

What happens if someone engages in discriminatory behaviour?

The incident is written up as a serious incident within the incidents folder. It is reported to the authorities (police) if it meets the threshold. If staff are unsure whether it meets a threshold, they should contact the Surrey LADO for advice.

Parents of both the perpetrator and the victim are informed.

The victim will receive support such as counselling, confidence boosting sessions and a holistic space in which to relate and explore their feelings. If they wish to discuss their feelings with the perpetrator, and the school feels this would be beneficial, they may be able to do so in a safe and facilitated meeting.

The perpetrator will be asked to carry out a series of lessons around changing the root causes of their behaviour and may also be placed on a behaviour plan. Repeated actions may lead to us feeling we can't meet need and the student carrying out only online learning whilst a suitable alternative provision is found. The needs of the victim must be given priority.

All incidents of this nature are reported annually to the DFE / LEA if they meet the criteria for a bullying incident (see anti-bullying policy)

Cases are always discussed with the Designated Safeguarding Leaders as behaviours of this nature can be an indicator of difficulties at home and other concerns

What happens if a staff member or EMAT member engages in discriminatory behaviour?

They would be dealt with under the staff grievance and disciplinary policy. Where a criminal action is believed to have taken place they will be reported to the police. They risk dismissal and being reported as unfit to work with young people to the relevant authorities.

MONITORING OF THIS POLICY

This policy is ratified by full EMAT meeting and is reviewed Annually.

This policy is constantly monitored on the ground by the DSL Team, Well-being Team and the SLT. Discrimination is a safeguarding issue first and foremost, the Chair of EMAT and all safeguarding EMAT members should monitor this aspect to a high degree on their visits. The Proprietor / Executive Head also monitors the use of this policy.

All staff have a responsibility to monitor their own practice and ensure they are following policies. They risk disciplinary action if policy is not followed. They risk criminal prosecution if their actions, as a result of not following policy, endangers the welfare of a child.